

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 20185.AF0

Ministry General Information

Ministry Number	20185
Ministry Name	First Presbyterian Church of Lakeland
Mailing Address	175 Lake Hollingworth Drive Lakeland, FL 33803
Phone	863 686-7187
Fax	863-686-0457
E-Mail	fpclakelandpnc@gmail.com
WWW Address	www.fpclakeland.org
Ministry Size	1001 - 1500 members

Ethnic Composition	
	Hispanic Latino/Latina, Spanish 2%
	White 96%
	Other 2%

Average Worship Attendance	700
Church School Attendance	250
Curriculum	Varied by age group and class, with Christian Ed and individual teacher input.
Yoked	False
Presbytery	TAMPA BAY PRESBYTERY
Synod	SYNOD OF SOUTH ATLANTIC
Community Type	Small City

Ten-year trend statistics of this church/organization [Show Statistics](#)

Information about the position

Position:	Head of Staff (who supervised one teaching elder and other staff)
Experience Required:	5 to 10 Years
Specific Title:	Senior Pastor/Head of Staff
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	

Training/Certificate Requirements:

Other Training:

Brief Church Mission Statement:

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To make and mature disciples of Jesus Christ.

What is the congregation's or organization's vision for ministry:

The vision of First Presbyterian Church (FPC) is 'Changing lives with God's truth and the gospel of grace.' We believe that our calling is to respond to the Gospel by praising Him and offering Christ-centered worship, Bible-based teaching and prayerful opportunities for mission and service. Our ministries are centered on first bringing people to Jesus and then helping them grow closer to Him, including classic and modern worship on Sunday mornings. FPC provides learning opportunities for adults and children during Sunday school, our Wednesday evening classes and small groups that meet throughout the week. Our youth group has about 100 youth weekly, we average 350 VBS attendees and host one of the top preschools in the area, Little Shepherds. We also host youth camps over the summer and a Boy Scout troop. FPC has a commitment to those who are lonely, hurting or struggling to find a place they belong. We have invested heavily in our special needs ministry, in addition to hosting the annual Night to Shine event through the Tim Tebow Foundation. We also employ a PhD psychologist through our St. Andrews Ministry and support Stephen Ministry and visitation programs. We partner with many nonprofit and mission-focused organizations in Lakeland and around the world, and our chapel hosts a Haitian church for Sunday worship. In addition to faithful service, FPC strives to inspire worship and awe in Christ through our Fine Arts Ministry, offering frequent concerts and events.

How do you feel called to reach out to address the emerging needs of your community or constituency:

The greatest need in our community and the world is Jesus, and we will always hold true to our mission to make and mature disciples of Christ. We are also blessed with a tremendously generous congregation and strong stewardship of resources, with an annual budget exceeding \$2 million, a debt-free facility that we own and no unfunded capital projects. This allows us great freedom to meet real needs, including acquiring technology to improve access to our facility and ministries by looping rooms for the hearing impaired and streaming services for those who can't attend. With an aging Florida population and congregation, we must provide quality services to the elderly. We invest in groups committed to justice, such as homeless shelters, farmworker ministries, and local schools and churches. Our congregation has also developed grassroots ministries of repairing bicycles and giving them to those in need of transportation, and also bringing quarters to laundromats to help single mothers and pray with them. We also have set aside a fund within our congregation, the Good Samaritan Fund, that provides assistance to members experiencing hardship (average distributed is \$25,000 per year). Lakeland has grown into a college town, entrepreneurship hub, and a community with a strong quality of life reputation. We want to continue adapting to meet the needs of this diverse community that attracts both the young and the old.

How will this position help you to reach your vision and mission goals:

As senior pastor, this position is the most critical of any on staff to fulfilling FPC's mission and vision. This person will not only communicate our vision and inspire the congregation, they will also work with the session and other staff to develop a visionary strategy for moving forward. We need someone who can make sure that the 'business' of the church continues to operate efficiently and effectively, while also keeping a focused eye on the future and how we will faithfully do ministry 5 and 10 and even 20 years from now. They will have to take a critical look at the existing structure and ministries of FPC and give their perspective on what is serving its purpose and what needs to be reimaged or replaced. They should work to identify needs and opportunities both within and outside of the congregation. They will need to listen attentively and discerningly to staff and lay leaders to develop a plan of action and build the relational equity to bring that plan to life. They should pray individually and corporately for the Spirit's leading in the life of our church. Then they will need (with session approval) to be willing to act, make decisions and adjust as necessary.

Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:

The new senior pastor of FPC must have a deep love for Jesus Christ with demonstrated personal discipline in the areas of prayer and Bible study. They will need to have an absolute commitment to the Bible and teaching its truths as they have been passed down through our Reformed tradition. We are looking for a leader who is a great communicator, able to work with church leadership to cast a vision for FPC. They should be compassionate, loving, motivating, open-minded, flexible, sincere, hard-working, respectful, able to interact with all ages, always learning, with a sense of humor and a heart for all of God's children. They should have experience leading a diverse staff and be comfortable delegating responsibilities to staff members. While being devoted to the unity of the Body of Christ, they should also have strong Biblical convictions they will not compromise nor will they encourage the church to compromise, particularly in the area of the authority of Scripture. They should embody humility and kindness in all situations. Our senior pastor must be comfortable representing the church not only to the congregation, but consistently within the Presbytery, the Lakeland community and at the denominational level, including within the Fellowship Community, of which FPC is an active participant.

Church Leadership Connection

The Call System for the Presbyterian Church (U.S.A.)

What specific tasks, assignments, and program areas will this person have responsibility?

The Senior Pastor/Head of Staff is responsible for the spiritual oversight and leadership of the congregation. They will be the primary Teaching Elder of FPC on Sunday mornings and during the week. The Senior Pastor will develop sermon series schedules and guide the preaching/teaching activities of the church. They will lead a full-time staff of 16 (an additional 56 part-time), with direct reports that include - two Associate Pastors, Director of Finance/Administration, Director of Fine Arts, Director of St. Andrews Ministry, and an Administrative Assistant. The Senior Pastor will be the moderator of our 30-member session and coordinate council/committee assignments. They will conduct funerals, weddings and baptisms. They will be expected to attend many of the council and committee meetings of the church and be directly involved in setting the ministry priorities. Stewardship campaigns and the budget as a whole will require their attention, in collaboration with the Director of Finance and the finance committee. They will be expected - along with the assistance of appropriate staff - to visit church members in the hospital or those who are homebound. They should work diligently to get to know the congregation so that they will be aware of specific needs that exist within the church to help direct church resources and attention to those areas.

Optional Links:

Church website - <https://fpclakeland.org/>
 City of Lakeland website - <https://www.lakelandgov.net/>
 Church Facebook - <https://www.facebook.com/fpclakeland/>
 Church YouTube - <https://www.youtube.com/channel/UCmUVW6hCkmBENsOwEsrJN3Q/videos>
 Instagram and Twitter are both @fpclakeland
 Denominational church statistics report - <https://ogaapps.pcusa.org/api/report/20185>

Leadership Competencies:

Compassionate
 Preaching and Worship Leadership
 Spiritual Maturity
 Public Communicator
 Change Agent
 Organizational Agility
 Strategy and Vision
 Collaboration
 Interpersonal Engagement
 Motivator

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$104,000

Housing Type: Housing Allowance

References:

Name	Address	Phone Numbers	Relation	Email
Bill Mutz	228 S. Massachusetts Avenue, Lakeland, FL 33801	863-698-1528 (mobile)	Mayor of Lakeland	william.mutz@lakelandgov.net
Tim Mitchell	719 North Massachusetts Avenue Lakeland, FL 33801	863-682-4544	Director of Parker Street Ministries (local non-pr	tim@parkerstreetministries.org

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Cecelia Wilhite	3081 Shoal Creek Village Dr, Lakeland, FL 33803	863-660-3906	Retired former Associate Pastor and Presbytery lea	Ceceliamwilhite@gmail.com
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Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?

Yes

Version Track Info: This MIF was last updated on 11/28/2018

Self-referral Contact Information

PNC: Ann Marshall

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